

D39482-2

POLICY AGREEMENT

on the adoption and application of a uniform plan for paying salary differentials to employees occupying positions subject to the Classification Act of 1923, as amended, which are located in the territories, insular possessions, and Atlantic bases of the United States.

I. Objectives of agreement.

1. To bring about a condition whereby employees of all Federal agencies located in the same geographic area of the territories, insular possessions, and Atlantic bases of the United States, who perform work of the same class (which is subject to the Classification Act) under essentially the same conditions, shall receive equal and uniform treatment in the matter of salary differentials.

II. The agreement.

1. The scope of this agreement is limited to positions located in the territories and insular possessions of the United States, and in the Atlantic bases of British Guiana, Trinidad, Antigua, St. Lucia, Jamaica, Bermuda, the Bahamas, and Newfoundland.
2. This agreement applies exclusively to classes of positions which are subject to the Classification Act of 1923, as amended. It covers all such classes.
3. This agreement applies to all employees occupying positions subject to the Classification Act of 1923, as amended.
4. This agreement does not apply to native employees compensated at local wage rates based on native standards of living.
5. Hereafter a percentage salary differential will be added to the base pay of Federal employees in the geographic areas set forth herein. No other form, amount, or percentage of differential will be used except as provided in this agreement.
6. A uniform salary differential of 25 percent of the employee's base salary is hereby adopted and will be applied under the conditions and in the manner outlined herein.

The term "base salary" as used herein is defined as the salary (including within-grade promotions) attaching generally to an employee's position and duty, and after the elimination of any existing salary classification up gradings and pay increases resulting therefrom, or salary increases higher or faster than normal for the basic grade, which upgradings or increases were previously effected for the sole purpose of paying a regional salary differential.

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7. Modifications to and exceptions from this agreement must be approved by all signatory agencies before they are put into effect. Exceptions may cover (a) percentage of differential allowed, (b) classes of positions covered, and (c) groups of employees covered.
8. The terms of this agreement will be effective immediately and will be put into operation by all departments and establishments which are parties to the agreement on or before March 15, 1943.